



Behavioral Health Workforce **Building & Sustaining Career Pathways**

Bish Paul, Ph.D.,
State Policy & Advocacy Director

Washington STEM is a statewide, education nonprofit leveraging STEM for social change, removing barriers to credential attainment, and creating pathways to long-term economic security for systemically underserved students.

Behavioral Health Workforce

Building & Sustaining Career Pathways

ESSB 5092 (2021) provides funds for the Workforce Board to collaborate on data collection and analysis with Washington STEM, described as “a statewide nonprofit organization with expertise in promoting and supporting science, technology, engineering, and math education from early learning through postsecondary education.” In partnership, Washington STEM and the Workforce Board shall provide to the Behavioral Health Workforce Advisory Committee (BHWAC) an analysis of the behavioral health education and training pipeline through the creation of a data dashboard and policy implications that will contribute to the development of recommendations issued by the BHWAC.

KEY DELIVERABLES

- ▶ **Provide regional supply data and partnership** to drive an expansion of high-quality behavioral health workforce in Washington.
- ▶ **Provide Data & Measurement** for current career pathways or degree programs providing credentials for each behavioral health and related occupations.
- ▶ **Develop a Credential Opportunities by Region and Industry tool** to highlight what credentialing opportunities exist (or do not exist) in every region of the state in order to help with targeted expansion of both programs in post secondary and career exploration experiences in K-12.
- ▶ **Identify gaps and barriers to participation and completion of programs** that lead to high demand behavioral health occupations.
- ▶ **Develop an interactive dashboard and series of regionalized reports** for current supply and demand of behavioral health and related occupations. This may enable advocacy and education efforts to expand access to behavioral health.

BEHAVIORAL HEALTH COMPREHENSIVE OCCUPATION LIST

Objective:

Assess supply (capacity in credential pathways) and demand (projected job openings) for behavioral health occupations statewide.

Background:

Within each occupation, defined by the Bureau of Labor Statistics, there can be many job titles.

For this exercise each job title represents a different industry or work setting within an occupation and may require different education pathways.

What we need:

1. Additional job titles that should be included within each occupation.
2. Do existing job title and occupation combinations appear to be accurate.
3. For each new job title please include the following when possible:
Estimated share of the whole occupation (Ex. Psychiatric Nurse Specialists = X% of all Registered Nurses)
What credential or work setting separates this job title from other job titles in the same occupation

BEHAVIORAL HEALTH OCCUPATION LIST

Occupations are defined by the Bureau of Labor Statistics (BLS) Standard Occupational Classification (SOC) System.

Job Titles are those jobs found within the same occupation but require different credentials and/or work experience.

Primary Occupations are typically considered specific to behavioral health.

Secondary Occupations are typically found in multiple industries including behavioral health.

Primary Occupations	Job Titles	Secondary Occupations	Job Titles
Child, Family, and School Social Workers		Adult Basic and Secondary Education and Literacy Teachers and Instructors	Adult Basic Education Teacher (ABE Teacher)
Psychologists, All Other		Clergy	
Community and Social Service Specialists, All Other		Computer Systems Analysts	Health Informatics Specialists
Community Health Workers		Counselors, All Other	Peer Counselors
Health Educators		Data Scientists	Clinical Data Managers
Healthcare Social Workers		Dietetic Technicians	
Marriage and Family Therapists		Dietitians and Nutritionists	
Medical Scientists, Except Epidemiologists	Mental Health Medical Scientist	Directors, Religious Activities and Education	
Mental Health and Substance Abuse Social Worker	Mental Health and Substance Abuse Social Workers	Counselors, All Other	Educational, Guidance, and Career Counselors and Advisors
Mental Health and Substance Abuse Social Worker	Licensed Clinical Social Worker	Emergency Medical Technicians and Paramedics	Crisis Responder
Counselors, All Other	Mental Health Counselor	Physicians, All Other	Emergency Medicine Physicians
Counselors, All Other	Behavior Analyst	Family Medicine Physicians	
Counselors, All Other	Case Manager	First-Line Supervisors of Personal Service Workers	Mental Health Facilities Supervisor

Complete list here: [Behavioral Health Occupation & Sub occupation List](#)

41

Primary occupations

56

Secondary occupations

HOW YOU CAN HELP

IDENTIFY who at your org can provide input

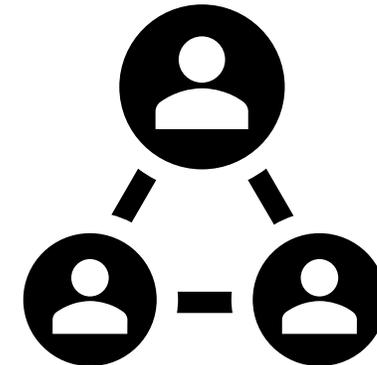
INVITE them to attend a feedback session

Option 1: **Nov 2nd 1 – 2 PM**

<https://us02web.zoom.us/j/89966212170?pwd=L3FJRjVIMVhqRmNMRDhXTythcDUzdz09>

Option 2: **Nov 12th 12 – 1 PM**

<https://us02web.zoom.us/j/89430253343?pwd=dE1KOGVrTTZKOFhLdU1Zcy9OaHVkQT09>



Complete draft list here: [Behavioral Health Occupation & Sub occupation List](#)



 **QUESTIONS?**



Bish Paul, Ph.D.
bish@washingtonstem.org